

Minutes
Notice of Regular Meeting
Oneida County Board of Supervisors
Tuesday, March 20, 2018 – 9:30 a.m.
County Board Meeting Room - 2nd Floor Oneida County Courthouse

CALL TO ORDER.

Chairman Hintz called the meeting to order at 9:30 a.m. in the County Board Meeting Room of the Oneida County Courthouse. There was a brief moment of silence for our troops here and overseas followed by the Pledge of Allegiance.

Members Present: Supervisors: Alan VanRaalte, Lance Krolczyk, Alex Young, Tom Kelly, Jack Sorensen, Sonny Paszak, Dave Hintz, Lisa Zunker, Robb Jensen, Jim Winkler, Greg Pence, Bob Mott, Scott Holewinski, Carol Pederson, Bill Freudenberg, Greg Oettinger, Mike Timmons, Mitchell Ives, Ted Cushing and Bob Metropulos.

Members Present: 20

Absent: Billy Fried

ANNOUNCEMENTS BY CHAIR, CORRESPONDENCE AND COMMUNICATIONS:

- Sign Attendance Form at the Podium
- Please Use a Microphone When Speaking

ACCEPT THE MINUTES OF THE FEBRUARY 20, 2018 MEETING.

Motion/Second: VanRaalte/Sorensen to accept the minutes of the February 20, 2018 meeting. All "Aye" for approval, motion carries.

REPORTS/PRESENTATIONS:

- Lynn Feldman from UW Extension introduced Meredith Weitz a new Teens Active in Government member from Lakeland Union High School.
- Mary Rideout, Social Services Director, presented a video as March 2018 is Social Work month by Proclamation of Governor Walker.
- The 2017 Annual Report for the Register of Deeds was presented by Kyle Franson.
- Mike Romportl, Land Information Director, presented his 2017 Annual Report.
- Fire Drill procedures were presented by Lisa Charbarneau.

PUBLIC COMMENT: Jeff Viegut, Town of Lynn Chairman, asked about information on the mine.

CONSENT AGENDA:

Resolution # 17 – 2018: Offered by the Supervisors of the Administration Committee granting an easement to the Town of Crescent for the continued operation and maintenance of N. Rifle Road and accept a quit claim deed for the property.

WHEREAS, The City of Rhinelander and Oneida County jointly own lands for the purpose of operating the Rhinelander/Oneida County Airport; and,

WHEREAS, as part of a project to survey and combine all the property into one parcel, it was discovered that title to the N Rifle Rd right of way was not properly documented to comply with the Federal Aviation Administration regulations; and,

WHEREAS, in order to document the title it is recommended that the Town of Crescent quit claim any interest they may have in N Rifle Rd as described and shown on the Exhibits attached hereto to the City of Rhinelander and Oneida County, and that the City and County then grant an easement to the Town of Crescent for the continued operation and maintenance of the town road across the described parcel, all being subject to the approval of the Town of Crescent and City of Rhinelander.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of Oneida County hereby approves accepting a quit claim deed for the property as described and shown in Exhibit A and that Oneida County grants an easement to the Town of Crescent for the continued operation and maintenance of the town road across the described parcel subject to the approval of the Town of Crescent and the City of Rhinelander.

BE IT FURTHER RESOLVED, that the County Clerk is authorized to execute all documents necessary for this transaction.

Offered and passage moved by: Dave Hintz, Robb Jensen, Bob Mott and Billy Fried.

Resolution # 18 – 2018/Ordinance Amendment # 1 – 2018: Offered by the Supervisors of the Planning and Development Committee amending Chapter 13 of the Oneida County Private Onsite Wastewater Treatment Systems Ordinance, Subchapter 5.

Resolution # 19 – 2018/Ordinance Amendment # 1 – 2018: Offered by the Supervisors of the Planning and Development Committee amending Chapter 15 of the Oneida County Subdivision Ordinance.

APPOINTMENTS TO COMMITTEES, COMMISSIONS AND OTHER ORGANIZATIONS:

- Reappoint Alan VanRaalte to the Human Services Board with a term to expire April 2021.
- Reappoint Harland Lee to the Human Services Board with a term to expire April 2021.
- Appoint Jay Sommers to the Local Emergency Planning Committee.
- Appoint Rebecca Lohagen to the Local Emergency Planning Committee.

Motion/Second: Sorensen/VanRaalte to accept the Consent Agenda as presented. Supervisor Winkler requested that Resolution #18 and #19 be pulled from the Consent Agenda for discussion. All “Ayes” on voice vote, motion carries. Consent Agenda was approved.

CONSIDERATION OF RESOLUTIONS & ORDINANCES:

Resolution # 18 – 2018/Ordinance Amendment #1 – 2018: Offered by the Supervisors of the Planning and Development Committee amending Chapter 13 of the Oneida County Private Onsite Wastewater Treatment Systems Ordinance, Subchapter 5.

WHEREAS, the Planning & Development Committee, having considered Ordinance Amendment #1-2018, (copy attached) which was filed February 8, 2018 (copy attached) to amend Subchapter 5 of the Oneida County Private Onsite Wastewater Treatment Systems (POWTS) Ordinance, and having given notice thereof as provided by law and having held a public hearing thereon February 7, 2018, and having been informed of the facts pertinent to the changes which are as follows:

WHEREAS, 2015 Wisconsin Act 55 prohibits local governments from creating or enforcing time of sales requirements for a real estate sale; and

WHEREAS, Chapter 13, Oneida County Private Onsite Wastewater Treatment System Ordinance, Subchapter 5, contained such provisions; and

WHEREAS, Oneida County is now accepting and will be requiring POWTS maintenance reports to be submitted electronically to the department in an effort to streamline and automate POWTS maintenance program; and

WHEREAS, all towns were notified and no comments were received for or against the proposed language; and

WHEREAS, the Planning and Development committee has carefully studied the proposed changes and no public comments were made at the public hearing and recommends approval.

NOW, THEREFORE, THE ONEIDA COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:

Section 1. Any existing ordinances, codes, resolutions, or portions thereof in conflict with this ordinance shall be and hereby are repealed as far as any conflict exists.

Section 2. This ordinance shall take effect the day after passage and publication as required by law.

Section 3. If any claims, provisions or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of this ordinance shall not be affected thereby.

Section 4. Chapter 13 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

13.51 SEPTIC TANK MAINTENANCE PROGRAM.

6. The owner or owner's agent of a POWTS shall furnish, in a manner specified by the county, the Department with a copy of the inspection report verifying the condition of the tank, whether wastewater or effluent from the POWTS is ponding on the ground surface and the date of pumping within 30 calendar days of the date of inspection and pumping. Reports shall include all information required in SPS 383.55, Wisconsin Administrative Code, and be signed by the person(s) inspecting and pumping the private sewage system. Other maintenance or management reports required by SPS 383 or SPS 384, Wisconsin Administrative Code, shall be included with this report.

13.51 (1) through (5) and (7) remain unchanged.

13.53 PROPERTY TRANSFER REQUIREMENTS is being deleted in its entirety to comply with 2015 Wisconsin Act 55.

The County Clerk shall, within seven (7) days after adoption of Ordinance Amendment #1-2018 by the Oneida County Board of Supervisors, cause a certified copy thereof to be transmitted by mail to the Town Clerks of Oneida County and the Wisconsin Department of Natural Resources.

Approved by the Planning and Development Committee this 14th day of February 2018.

Offered and passage moved by: Scott Holewinski, Jack Sorensen, Mike Timmons, Billy Fried and Dave Hintz.

Discussion: Winkler questioned the elimination of Soil Borings. Jennrich discussed the state changes and that the County can no longer require detailed septic system inspections including Soil Boring for septic systems installed before July 1, 1980, discussion ensued.

Roll Call Vote on Resolution # 18 – 2018: 17 Aye, 3 Nay, Zunker, Mott, Winkler, 1 Absent, Billy Fried Student Representative: 1 Aye, Billings, 1 Nay Kubisiak Resolution # 18 – 2018: Adopted

Resolution # 19 – 2018/Ordinance Amendment #1 – 2018: Offered by the Supervisors of the Planning and Development Committee amending Chapter 15 of the Oneida County Subdivision Ordinance.

WHEREAS, the Planning & Development Committee, having considered Ordinance Amendment #1-2018, which was filed February 8, 2018 (copy attached) to amend Chapter 15, Sections 15.16 and 15.18 of the Oneida County Subdivision Control Ordinance, and having given notice thereof as provided by law and having held a public hearing thereon February 7, 2018, and having been informed of the facts pertinent to the changes which are as follows:

WHEREAS, 2015 Wisconsin Act 55 does not prohibit Private Onsite Wastewater Treatment System (POWTS) inspections as part of a land division ordinance; and

WHEREAS, as part of a land division, the existing POWTS should be inspected and if determined to be failing, corrected and brought up to code; and

WHEREAS, the Planning and Development committee has carefully studied the proposed changes after listening to comments made at the public hearing and recommends approval.

NOW, THEREFORE, THE ONEIDA COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:

Section 1. Any existing ordinances, codes, resolutions, or portions thereof in conflict with this ordinance shall be and hereby are repealed as far as any conflict exists.

Section 2. This ordinance shall take effect the day after passage and publication as required by law.

Section 3. If any claims, provisions or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of this ordinance shall not be affected thereby.

Section 4. Chapter 15 of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

15.16 APPLICATION AND REVIEW OF MINOR SUBDIVISIONS.

15.16 (1) through (2)(r) remain unchanged and 15.16 (3) through (10) remain unchanged.

S. POWTS Inspection (POWTS installed prior to July 1, 1980)

1. An existing POWTS inspection is required for all minor subdivisions for POWTS installed prior to July 1, 1980. A system regulated by the mandatory maintenance program specified in Chapter 13.53(1) of the Oneida County Private Onsite Wastewater Treatment Systems Ordinance at the time of division or transfer may be precluded from this section at the discretion of the Zoning Administrator. An existing system inspection is not required if a letter from the host municipality is submitted to the Zoning Office stating a date by which the structure is required to be connected to a sanitary sewer.
2. To adequately determine whether an existing POWTS is failing under conditions defined in s. 145.245(4), Stats., an existing system inspection must include:
 - a. An observation boring described by a certified soil tester extending 3' below the bottom of the absorption area which is large enough to clearly depict the presence of groundwater, bedrock, or seasonally saturated soils which adversely affect the operation of the system. The Zoning Office may allow use of a previously filed soil test conducted in an area near the failing system to verify soil conditions if deemed reliable by the Zoning Director.
 - b. A report provided by a plumber, certified septage servicing operator, certified POWTS inspector or other person(s) authorized to do so by SPS 383, Wisconsin Administrative Code, relative to the condition, capacities, and code compliance of any existing treatment or holding tanks.
 - c. A report provided by a plumber, certified POWTS inspector, or other person(s) authorized to do so by SPS 383, Wisconsin Administrative Code, relative to the condition, capacities, and code compliance of all other system components.
 - d. A plot plan prepared by a plumber, certified soil tester, certified POWTS inspection, or other person(s) authorized to do so by SPS 383, Wisconsin Administrative Code, including information specified in §13.31(3)(D)3, unless an accurate plot plan is on file with the department.
 - e. An evaluation of the use and wastewater flow of the structure(s) served relative to the capacity of the existing POWTS.
 - f. Verification that all domestic wastewater from the structure discharges into the POWTS.
 - g. A county inspection to verify the results of the existing system inspection may be required. Any cost associated with the inspection including, but not limited to backhoe pits or pumping fees are the responsibility of the owner at the time of the inspection.
 - h. Existing system inspection reports must be submitted to the Zoning Office on forms obtained from the Zoning Office within thirty days of completion of inspection.

15.18 APPLICATION AND REVIEW OF PROPOSED TOWN, COUNTY AND STATE SUBDIVISIONS.

15.18 (1) and 15.18 (3) through (7) remain unchanged.

2. Preliminary Plat Submittal Requirements. The items outlined for a minor subdivision in Subsections 15.16(2)(A - P S) shall apply to town, County, and State subdivisions in addition to the following:
 - A. The preliminary plat shall be by a land surveyor registered in Wisconsin and comply with the requirements of §236.11, Wis. Stats.

The County Clerk shall, within seven (7) days after adoption of Ordinance Amendment #1-2018 by the Oneida County Board of Supervisors, cause a certified copy thereof to be transmitted by mail to the Town Clerks of Oneida County and the Wisconsin Department of Natural Resources.

Approved by the Planning and Development Committee this 14th day of February 2018.

Offered and passage moved by: Scott Holewinski, Jack Sorensen, Mike Timmons, Billy Fried and Dave Hintz.

Discussion: Jennrich discussed how this will allow for detailed septic system inspections as it relates to division of property.

Roll Call Vote on Resolution # 19 – 2018: 20 Aye, 0 Nay, 1 Absent, Billy Fried
Student Representative: 2 Aye
Resolution # 19 – 2018: Adopted

Resolution # 20 – 2018: Offered by the Supervisors of the Administration Committee to approve Oneida-Vilas Transit Commission to borrow funds to purchase three (3) new passenger buses.

WHEREAS, the Oneida-Vilas Transit Commission (Transit Commission) has the need to purchase three (3) new passenger buses to replace their aging fleet, with said purchase to be funded by State and Federal transportation grants totaling \$ 123,705.00; and

WHEREAS, these previously approved transportation grants are structured as reimbursements, requiring the Transit Commission to first purchase the buses; and

WHEREAS, funds are not available for this purchase, thus requiring the Transit Commission to borrow money from a bank on a short term basis; and

WHEREAS, the Oneida-Vilas Transit Commission Charter (Article IV, Sec. 3) may require “Member Municipalities” to approve borrowing of this nature by the Transit Commission; and

WHEREAS, Vilas County Board of Supervisors unanimously approved a similar resolution on February 27, 2018.

NOW, THEREFORE, BE IT RESOLVED, that the Oneida County Board of Supervises approves the Oneida-Vilas Transit Commission obtaining a commercial loan, in the name of the Commission alone, from a properly licensed lending institution, in the amount of \$123,705.00, or less, with the proceeds of such loan to be used only to purchase three buses, with the loan repayment to be made from funds to be obtained by grants which the Commission is to receive, and, if necessary with such loan to be secured by the buses which the loan is being used to purchase.

BE IT FURTHER RESOLVED, that the Oneida County Board of Supervisors specifically **does not** grant the Commission power to undertake any borrowing in the name of Oneida County, or in a way that requires Oneida County to co-sign or otherwise guarantee any such borrowing, or in any way that makes Oneida County liable for repayment of part or all of any such loan, or any interest, penalties, or costs of any nature associated with such loan, that requires Oneida County to reimburse the Commission for any amount in any way associated with such loan, or that in any way pledges or encumbers any property of Oneida County, either real or personal, as collateral for any such loan.

BE IT FURTHER RESOLVED, that said loan shall be repaid by the Transit Commission immediately upon receipt of State and Federal transportation grant reimbursement funds and that Oneida County neither offers nor extends to People State Bank of Rhinelander any collateral or repayment guarantees regarding this Transit Commission loan.

BE IT FURTHER RESOLVED, that this approval shall only remain valid so long as the approval granted by the Vilas County Board for such borrowing remains valid.

Approved by the Administration Committee this 2nd day of March, 2018.

Offered and passage moved by: Dave Hintz, Robb Jensen and Billy Fried.

Discussion: Mott discussed the funding needed, the prepayment process to Peoples bank and other information related to the loan, discussion ensued.

Roll Call Vote on Resolution # 20 – 2018: 20 Aye, 0 Nay, 1 Absent , Billy Fried
Student Representative: 2 Aye
Resolution # 20 – 2018: Adopted

Resolution # 21 – 2018: Offered by the Supervisors of the Public Safety Committee adjusting ambulance service rates.

WHEREAS, pursuant to the Ambulance Service Agreement between the County and the two hospitals located in the County, the hospitals make certain charges to individuals that use the ambulance service in order to cover a reasonable

portion of the actual costs of the ambulance service with the balance of such costs being paid by subsidies from the County to the hospitals, and

WHEREAS, the Emergency Management Department has continuously monitored the overall costs of the ambulance service and, due to the fact expenditures for such service have increased, it is recommended that a service charge of \$150.00 be established and charged to individuals requesting service calls; and increase the ambulance intercept rate from \$150.00 per emergency call to \$300.00 per emergency call charged to the ambulance services requesting the intercept;

NOW, THEREFORE, BE IT RESOLVED, the hospitals are authorized to charge a Service Charge of \$150.00 per person per service call effective June 1, 2018.

BE IT FURTHER RESOLVED, the hospitals are authorized to charge an Intercept rate of \$300.00 per person per emergency call for Intercept services effective June 1, 2018.

Approved by the Public Safety Committee this 15th day of February , 2018.

Offered and passage moved by: Mike Timmons, Bob Metropulos, Ted Cushing, Billy Fried and Mitchell Ives.

Discussion: Ken Kortenhoff discussed the proposed rate adjustments.

Roll Call Vote on Resolution # 21 – 2018: 20 Aye, 0 Nay, 1 Absent, Billy Fried

Student Representative: 2 Aye

Resolution # 21 – 2018: Adopted

Resolution # 22 – 2018: Offered by the Supervisors of the Labor Relations Employee Services Committee mandating Active Shooter Training for staff and County Board.

WHEREAS, the LRES Committee has met with the Sheriff to discuss the importance keeping employees and the public safe during a potential active shooter incident; and

WHEREAS, the LRES Committee and the Sheriff have developed a plan to provide active shooter training to all County staff and elected officials during hours when the Courthouse is closed to the public; and

WHEREAS, the LRES Committee recommends to the Oneida County Board of Supervisors, that active shooter training be mandatory for all County staff and elected officials and that the Labor Relations Employee Services (LRES) Department be in charge of all the logistics of such training.

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective March 21, 2018:

- active shooter training is mandatory for all staff and elected officials, exceptions to the mandate can be considered on a case by case basis by the County Board Chair for County Board Supervisors and all others to be considered on a case by case basis by the Human Resources Director
- logistics of such training will be assigned to the LRES Department
- costs of such training shall be minimized by use of alternate work schedules

Approved by the LRES Committee this 14th day of March, 2018.

Offered and passage moved by: Ted Cushing, Billy Fried, Carol Pederson and Sonny Paszak.

Discussion: Charbarneau went over the training and stated that to make it mandatory it would need the County Board approval. Discussion ensued regarding the costs and necessity.

Roll Call Vote on Resolution # 22 – 2018: 20 Aye, 0 Nay, 1 Absent, Billy Fried

Student Representative: 2 Aye

Resolution # 22 – 2018: Adopted

Resolution # 24 – 2018: Offered by the Supervisors of the Labor Relations Employee Services Committee setting the salary and benefits for the elected position of Clerk of Court for the next four-term.

WHEREAS, it is the opinion of the Oneida County Corporation Counsel that after the earliest time for filing nomination papers, the County cannot enact any salary increase pertaining to the elected position of Clerk of Court, and

WHEREAS, it is appropriate to provide fair and equitable wage increases to the Clerk of Court, and

WHEREAS, the Labor Relations and Employee Services Committee, having reviewed the internal and external wage comparables of the elected positions, does recommend a wage adjustment for each calendar year 2019, 2020, 2021 and 2022.

NOW, THEREFORE, BE IT RESOLVED, that the Oneida County Board of Supervisors authorizes and directs that the annual salary for the position of Clerk of Court be established as of January 1st of the year indicated below:

<u>ELECTED OFFICIAL</u>	ANNUAL RATE			
	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Clerk of Court	63,523	64,476	65,765	67,080

BE IT FURTHER RESOLVED, that an employee in the position identified above who takes the County's health plan shall pay the employee contribution as designated by the LRES Committee on an annual basis, of the monthly premium towards the cost of the health plan, and

BE IT FURTHER RESOLVED, that an employee in the position identified above must be enrolled or continue to participate in the Wisconsin Retirement System (WRS) and will be responsible to pay the employee portion of the retirement contribution which is established each year by the WRS, and

BE IT FURTHER RESOLVED, that an employee in the position identified above is eligible to participate in the Life Insurance Program with the County paying 100% of the premium for one unit of coverage, and

BE IT FURTHER RESOLVED, that an employee in the position identified above is eligible to participate in Income Continuation Insurance Program with the County paying 100% of the premium for a waiting period of 180 days.

A fiscal impact statement is attached hereto and made a part hereof.

**ONEIDA COUNTY
FISCAL IMPACT
CLERK OF COURT ELECTED POSITION
Based on 2018 Fringe Rates**

	<u>2018</u> <u>Annual Cost</u>	<u>2019</u> <u>Annual Cost</u>	<u>2020</u> <u>Annual Cost</u>	<u>2021</u> <u>Annual Cost</u>	<u>2022</u> <u>Annual Cost</u>
Wages	62,584	63,523	64,476	65,765	67,080
<i>Increase over prior year</i>		1.5%	1.5%	2.0%	2.0%
Fringes:					
Social Security	4,788	4,859	4,932	5,031	5,132
Retirement	4,193	4,256	4,320	4,406	4,494
Health Insurance	17,098	17,098	17,098	17,098	17,098
Life Insurance	193	196	199	202	208
Income Continuation Ins	0	159	161	164	168
Workers Comp	163	172	174	178	181
Total Fringes	26,435	26,740	26,884	27,079	27,281
	<u>89,019</u>	<u>90,263</u>	<u>91,360</u>	<u>92,844</u>	<u>94,361</u>
Annual Cost of the Increase Compared to 2018		1,244	2,341	3,825	5,342
Total Additional Cost of Contract 2019 - 2022					12,752

Approved by the Labor Relations Employee Services Committee this 14th day of March, 2018.

Offered and passage moved by: Ted Cushing, Billy Fried, Carol Pederson and Sonny Paszak.

Discussion: Charbarneau went over the timeline for the proposed increase. Behrle commented with her reasons for the request of the pay increase.

Roll Call Vote on Resolution # 24 – 2018: 20 Aye, 0 Nay, 1 Absent, Billy Fried

Student Representative: 2 Aye

Resolution # 24 – 2018: Adopted

Resolution # 25 – 2018: Offered by the Supervisors of the Labor Relations Employee Services Committee awarding additional paid time off days to the newly rehired employee.

WHEREAS, the Sheriff has rehired a Corrections Officer, who previously worked for the department for five (5) years and was a highly trained, exemplary employee; and

WHEREAS, the Sheriff did recommend to the LRES Committee that the re-hired employee be awarded more Paid Time Off (PTO) hours at the time of hire; and

WHEREAS, the LRES Committee agreed to awarding the rehired employee twenty-seven (27) days of PTO, (this is the annual amount of PTO after one year of employment), at the time of hire in lieu of the standard three (3) pays of PTO upon hire; additional three (3) days of PTO at six months of employment and nine (9) paid closure days or a total of fifteen (15) days; and

WHEREAS, the LRES Committee can only approve an additional ten (10) days of PTO at the time of hire, does recommend to the Oneida County Board of Supervisors the twenty seven (27) days of PTO be granted in lieu of all other PTO benefits during the first year of employment.

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective on the date of hire, Christina Cummings shall receive twenty seven (27) days of PTO in her PTO bank in lieu of the standard PTO for a newly hired employee.

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that an amendment has been made to the County budget for fiscal year 2018 as set forth in the fiscal impact statement which is attached hereto and made a part hereof.

Approved by the LRES Committee this 14th day of March, 2018.

Offered and passage moved by: Ted Cushing, Billy Fried, Carol Pederson and Sonny Paszak.

Discussion: Sheriff Hartman requested that an employee that was rehired be reestablished with the wage and PTO allotment at the 5 year mark.

Roll Call Vote on Resolution # 25 – 2018: 20 Aye, 0 Nay, 1 Absent, Billy Fried

Student Representative: 2 Aye

Resolution # 25 – 2018: Adopted

Resolution # 26 – 2018: Offered by the Supervisors of the Labor Relations Employee Services Committee adjusting the compensation of the Chief Deputy and two Captains positions at the Law Enforcement Center.

WHEREAS, the Sheriff, the Finance Director and Human Resources Director have worked together to propose a compensation strategy for the Chief Deputy and two Captain positions at the Sheriff's Department to address equity of benefits and wages when promoting from current staff that is covered by a bargaining agreement; and

WHEREAS, the LRES Committee did review and does support and recommend the new compensation strategy for the Chief Deputy and Captain positions at the Sheriff's Department.

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective March 24, 2018 the following changes will be made to the Chief Deputy and Captain position compensation packages:

- Captain positions will be placed at Grade Level O1 of the Exempt Pay Plan

- Chief Deputy and Captain positions shall receive the same Paid Time Off (PTO) schedule as the bargaining unit positions
- Chief Deputy and Captain positions shall receive the same Voluntary Employee Benefit Association (VEBA) contributions as the bargaining unit positions
- Chief Deputy and Captain positions shall receive the same wage increases as the bargaining unit positions beginning with the December 29, 2018 increase.
- Additional costs for Captains to Grade O1, PTO and VEBA will be calculated each year and deducted from non-personnel line items of the Sheriff's budget.

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective March 24, 2018 the cost of these changes will be made to the non-personnel portion of the Sheriff's Department Budget and will continue to be deducted each year; and

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that an amendment has been made to the County budget for fiscal year 2018 as set forth in the fiscal impact statement which is attached hereto and made a part hereof.

**Oneida County
Chief Deputy and Captains Compensation
Fiscal Impact**

Hourly Wage Based on the Current Wage Schedule with Annual 1.5% Increase (excludes VEBA and PTO):

	Rate Per Hour Based on 2,080 Hours - Top Step on Scale					% above
	Current	12/29/18	12/31/19	12/26/20	12/31/21	
Chief Deputy	\$44.49	\$45.16	\$45.84	\$46.53	\$47.22	10% Capt O1
Captain - O1	\$40.27	\$40.87	\$41.49	\$42.11	\$42.74	30% Det Serg
Captain - N1	\$38.14	\$38.71	\$39.29	\$39.88	\$40.48	23% Det Serg
Detective Sergeant	\$30.02	\$30.62	\$31.23	\$32.17	\$32.81	

Note: Management positions based on 1.5% increase per year and Sergeant based on contract.

Hourly Wage Based on Bargaining Unit Wage Increases (excludes VEBA and PTO):

	Rate Per Hour Based on 2,080 Hours - Top Step on Scale					% above
	Current	12/29/18	12/31/19	12/26/20	12/31/21	
Chief Deputy	\$44.49	\$44.94	\$45.84	\$47.22	\$48.17	10% Capt O1
Captain - O1	\$40.27	\$40.67	\$41.48	\$42.74	\$43.59	33% Det Serg
Captain - N1	\$38.14	\$38.52	\$39.29	\$40.47	\$41.28	26% Det Serg
Detective Sergeant	\$30.02	\$30.62	\$31.23	\$32.17	\$32.81	

**Oneida County
Chief Deputy and Captains Compensation
Fiscal Impact**

Fiscal Impact including wages and fringes

	2018	2019	2020	2021	Total
1 Captain positions from Grade N1 to Grade O1 of the Exempt Pay Plan	10,374	10,726	11,004	11,288	43,392
2 Chief Deputy and Captain receive same Paid Time Off (PTO) as bargaining unit	6,135	6,312	6,981	7,127	26,555
3 Voluntary Employee Benefit Association (VEBA) contributions same as bargaining unit	7,514	7,703	7,893	8,409	31,519
	24,023	24,741	25,878	26,824	101,466
4 Chief Deputy and Captain positions receive same wage increase as bargaining unit	-	3,176	13,411	16,580	33,167
	24,023	27,917	39,289	43,404	134,633
5 If Cost of Living Adjustment (COLA) to Wage Schedule is a 0% increase**	-	8,777	15,485	22,325	46,587
	24,023	36,694	54,774	65,729	181,220
6 Average Cost Per Person (with 1.5% increase in wage schedule)	8,008	9,306	13,096	14,468	44,878
7 Average Cost Per Person (without 1.5% increase in wage schedule)	8,008	12,231	18,258	21,910	60,407

**Assumption made that COLA adjustment to the general wage schedule would be 1.50%.

Oneida County
Compensation of Chief Deputy and Captains
Fiscal Impact

The following information does not include the additional Paid Time Off, a cost of \$6,000 plus a year:

	Step 14					% Increase over 4 years
	Current	12/29/18	12/31/19	12/26/20	12/31/21	
General Wage Schedule 1.5% annual COLA Adjustment - Captains to O1						
Chief Deputy - Grade Q1	92,546	93,934	95,343	96,773	98,225	6%
Captain - Grade N1	79,323	80,513	81,721	82,946	84,191	
Captain - Grade O1	83,759	85,015	86,291	87,585	88,899	12%
Including VEBA						
Chief Deputy - Grade Q1	92,546	96,439	97,911	99,404	101,028	9%
Captain - Grade N1	79,323	83,018	84,289	85,577	86,994	
Captain - Grade O1	83,759	87,520	88,859	90,216	91,702	16%
Wages increases same as bargaining unit						
Chief Deputy - Grade Q1	92,546	93,471	95,341	98,220	100,185	8%
Captain - Grade N1	79,323	80,116	81,719	84,186	85,870	
Captain - Grade O1	83,759	84,593	86,285	88,891	90,669	14%
Wage increases same as bargaining unit including VEBA						
Chief Deputy - Grade Q1	92,546	95,976	97,909	100,851	102,988	11%
Captain - Grade N1	79,323	82,621	84,287	86,817	88,673	
Captain - Grade O1	83,759	87,098	88,853	91,522	93,472	18%
Wage increases based on 1.5% increase to wage schedule						
Wage Schedule - Grade S	97,023	98,478	99,955	101,454	102,976	6%

Approved by the LRES Committee this 14th day of March, 2018.

Offered and passage moved by: Ted Cushing, Billy Fried, Carol Pederson and Sonny Paszak.

Discussion: Charbarneau went over the compression issues. Hartman discussed the difference in the compensation packages in the department. Smith went over the fiscal impact statement and discussion ensued.

Motion/Second Jensen/VanRaalte to amend Resolution # 26 – 2018.
Jensen was ruled out of order with his amendment as he did not have the floor.

Motion/Second Jensen/VanRaalte to delete lines 27 and 28 of Resolution #26 – 2018.
Roll Call Vote on Amendment to Resolution # 26 – 2018: 9 Aye, Mott, Holewinski, Pence, Zunker, Winker, Oettinger, VanRaalte, Young and Jensen, 11 Nay, Ives, Sorensen, Krolczyk, Paszak, Timmons, Pederson, Metropulos, Kelly, Cushing, Freudenberg, Hintz, Absent, 1 Billy Fried
Student Representative: 2 Nay
Amendment: Fails

Roll Call Vote on Resolution # 26 – 2018: 17 Aye, 3 Nay, Jensen, Holewinski, Zunker, 1 Absent, Billy Fried
Student Representative: 2 Aye
Resolution # 26 – 2018: Adopted

Resolution # 23 – 2018: Offered by the Supervisors of the Labor Relations Employee Services Committee setting the salary and benefits for the elected position of Sheriff for the next four-term.

WHEREAS, it is the opinion of the Oneida County Corporation Counsel that after the earliest time for filing nomination papers, the County cannot enact any salary increase pertaining to the elected position of Sheriff, and

WHEREAS, it is appropriate to provide fair and equitable wage increases to the Office of the Sheriff, and

WHEREAS, the Labor Relations and Employee Services Committee, having reviewed the internal and external wage comparables of the elected positions, does recommend a wage adjustment for each calendar year 2019, 2020, 2021 and 2022.

NOW, THEREFORE, BE IT RESOLVED, that the Oneida County Board of Supervisors authorizes and directs that the salary for the position of Sheriff be established as follows:

01/01/2019 \$98,471 06/29/2019 \$100,341 04/04/2020 \$102,248
 12/26/2020 \$103,220 06/26/2021 \$105,185 12/25/2021 \$106,687

BE IT FURTHER RESOLVED, that an employee in the position identified above who takes the County's health plan shall pay the employee contribution as designated by the LRES Committee on an annual basis, of the monthly premium towards the cost of the health plan, and

BE IT FURTHER RESOLVED, that an employee in the position identified above must be enrolled or continue to participate in the Wisconsin Retirement System (WRS) and will be responsible to pay the employee portion of the retirement contribution which is established each year by the WRS, and

BE IT FURTHER RESOLVED, that an employee in the position identified above is eligible to participate in the Life Insurance Program with the County paying 100% of the premium for one unit of coverage, and

BE IT FURTHER RESOLVED, that an employee in the position identified above is eligible to participate in Income Continuation Insurance Program with the County paying 100% of the premium for a waiting period of 180 days.

A fiscal impact statement is attached hereto and made a part hereof.

**ONEIDA COUNTY
 FISCAL IMPACT
 SHERIFF ELECTED POSITION
 Based on 2018 Fringe Rates**

	<u>2018 Annual Cost</u>	<u>2019 Annual Cost</u>	<u>2020 Annual Cost</u>	<u>2021 Annual Cost</u>	<u>2022 Annual Cost</u>
Wages	89,483	99,406	101,735	104,203	106,687
<i>Increase over prior year</i>		11.1%	2.3%	2.4%	2.4%
Fringes:					
Social Security	6,845	7,605	7,783	7,972	8,162
Retirement	9,780	10,865	11,120	11,389	11,661
Health Insurance	24,886	24,886	24,886	24,886	24,886
Life Insurance	104	196	199	202	208
Income Continuation Ins	0	249	254	261	267
Workers Comp	3,409	3,787	3,876	3,970	4,065
Total Fringes	<u>45,024</u>	<u>47,588</u>	<u>48,118</u>	<u>48,680</u>	<u>49,249</u>
	<u>134,507</u>	<u>146,994</u>	<u>149,853</u>	<u>152,883</u>	<u>155,936</u>
Annual Cost of the Increase Compare to 2018		12,487	15,346	18,376	21,429
Total Additional Cost of Contract 2019 - 2022					67,638

Approved by the Labor Relations Employee Services Committee this 14th day of March, 2018.

Offered and passage moved by: Ted Cushing, Carol Pederson and Sonny Paszak.

Discussion: Charbarneau discussed the proposed wage increase. Discussion ensued regarding fiscal impact. Hartman stated at this time the wages for the Sheriff are less than the Chief Deputy Sheriff.

Roll Call Vote on Resolution # 23 – 2018: 19 Aye, 1 Nay, Winkler, 1 Absent, Billy Fried

Student Representative: 2 Aye

Resolution # 23 – 2018: Passes

NEXT MEETING DATE AND TIME: April 17th, 2018 @ 9:30 am.
(unless a motion is made to change the starting time).

ADJOURNMENT:

Motion was made to adjourn at 11:59 a.m. by Cushing and seconded by VanRaalte.

Meeting adjourned at 11:59 a.m.